

## Procedures and Responsibilities for implementing the Affirmative Action/Recruitment Plan at Texas State University

### Intended Outcomes:

- Integrate affirmative action with annual assessment
- Comply with affirmative action requirements
- Create, implement and assess actions toward meeting diversity goals

### Annual timeline:

- September – December: Data collection on Affirmative Action/Recruitment Plan, Title IX Annual Report, assessment report, and outcomes of previous year's division and university action plans in compliance with existing laws and policies.
- December: Annually, Affirmative Action/Recruitment Plan, Title IX Annual Report and the assessment report are analyzed. The Title IX Collaborative and the Equity and Access Committee review the analysis and recommend priorities for the coming year.
- E&A January Meeting: Equity and Access committee, with recommendations from the Title IX Collaborative, sends report to the President's Cabinet with recommendations
- February – March: Cabinet approves/modifies the recommendations - implementation of action plan by division heads